

**EMPLOYEE JOB ACTIONS**

It should be understood that the School Board and administration judge any work stoppage by school district employees to be an illegal act. With this premise as a basis, the philosophy of the Board and administration will be to keep schools open as long as the health and safety of the students and employees can be assured. In the event that any work stoppage action should become an imminent threat to the health and safety of the students and employees, an alternate plan of action will be immediately enforced.

Action Regarding Work Stoppage:

The initial decision as to whether or not schools shall remain open will be made by the Superintendent or his/her designee in consultation with the Chairperson of the Board. If this consultation is not possible, the Superintendent or his/her designee is authorized to make the decision.

There shall be an emergency meeting of the Board during the evening the work stoppage has occurred. If prior warning of a possible stoppage is forthcoming, the Superintendent is authorized to call a School Board meeting.

It is expressly understood that no Board member other than the Chairperson (or designee) will issue any press release or statements in regard to the work stoppage. The Chairperson and the Superintendent (or designees) are authorized to make joint statements that they deem to be in the best interests of the Board. In the absence of the Chairperson, the Superintendent (or designee) may operate under this authorization

Strikes and other forms of job action are unlawful, and a violation of Board Policy. However, if a work stoppage occurs, the Board will keep schools open so long as the health and safety of the students and employees can be assured.

Legal Reference:

*RSA 273-A:13, Strikes Prohibited*

1<sup>st</sup> Reading: March 5, 2002  
2<sup>nd</sup> Reading: March 19, 2002  
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